

Substance Use in the Workplace: Impacts on Kentucky

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October 25, 2018

Agenda

Scope of the Problem

- National
- Kentucky

Kentucky's Opioid Response Effort

- Strategic Framework
- Current Employment & Workplace Strategies

Feedback Session

- Workplace Strategic Framework
- Recovery Employment Success Model

SCOPE OF THE PROBLEM

addiction affect millions of
teaching teens Warning signs Grave concerns
about marijuana Opioid Abuse Homegrown drugs
impact on body marijuana heroin addiction
crack Hooked
high bad habit or addiction? marijuana
high school smokers
smoke FASTEST-GROWING DRUG
risks PROBLEM IN THE COUNTRY
High Suburbia's heroin addiction
young and obsessed stoned driving pot pot heroin ad
YOUNG LIVES LOST Wasted
turned in pot plot smokers Driving under influence
every slope' Drug violence
inn

2.1 million Americans with OUD

116 people died every day from opioid-related overdoses



19,413 – Synthetic opioids excluding methadone



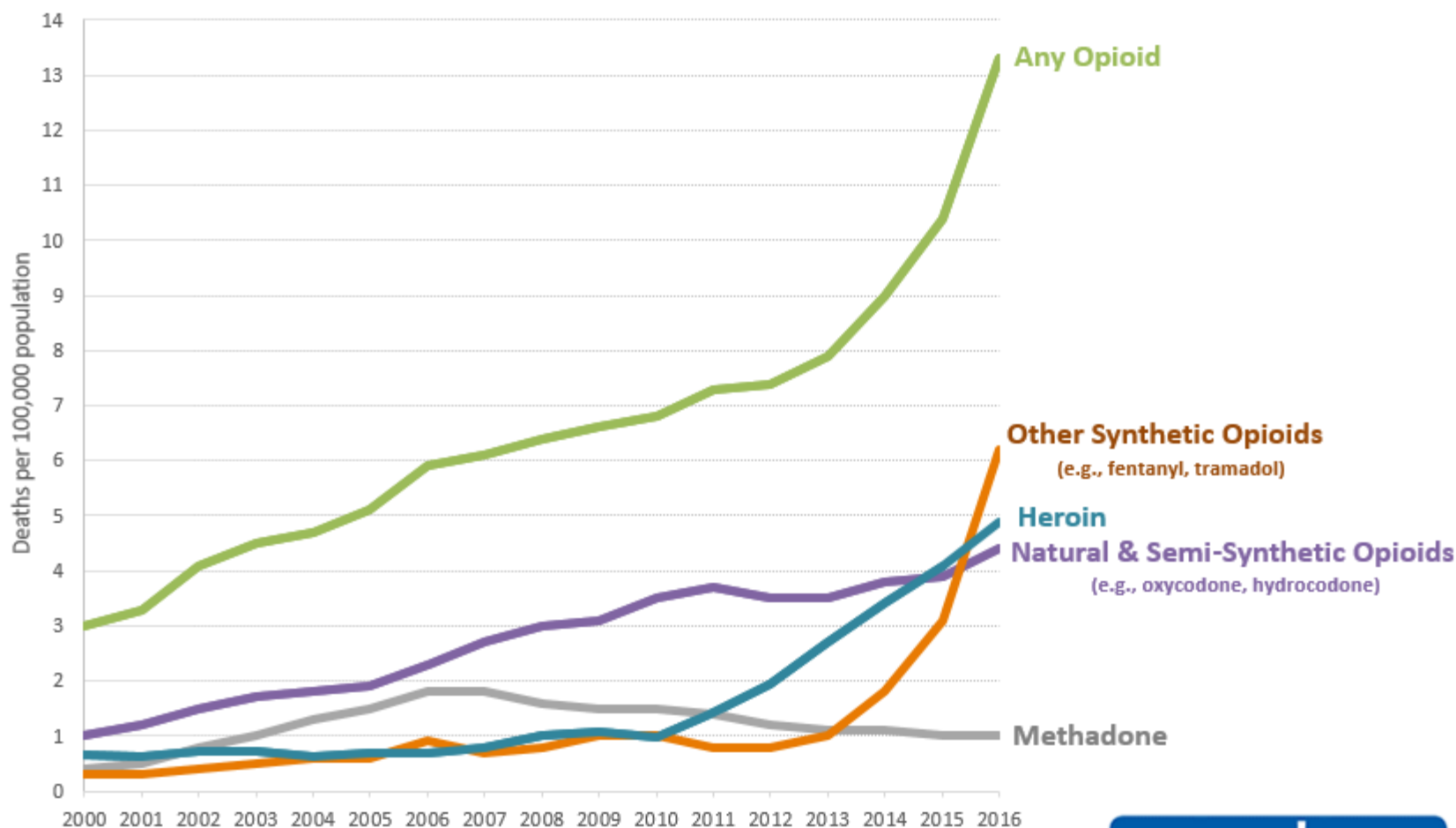
17,087 – Commonly prescribed opioids



15,469 – Heroin

2016 National Survey on Drug Use and Health, Mortality in the United States;
2016 NCHS Data Brief No. 293, December 2017

Overdose Deaths Involving Opioids, by Type of Opioid, United States, 2000-2016



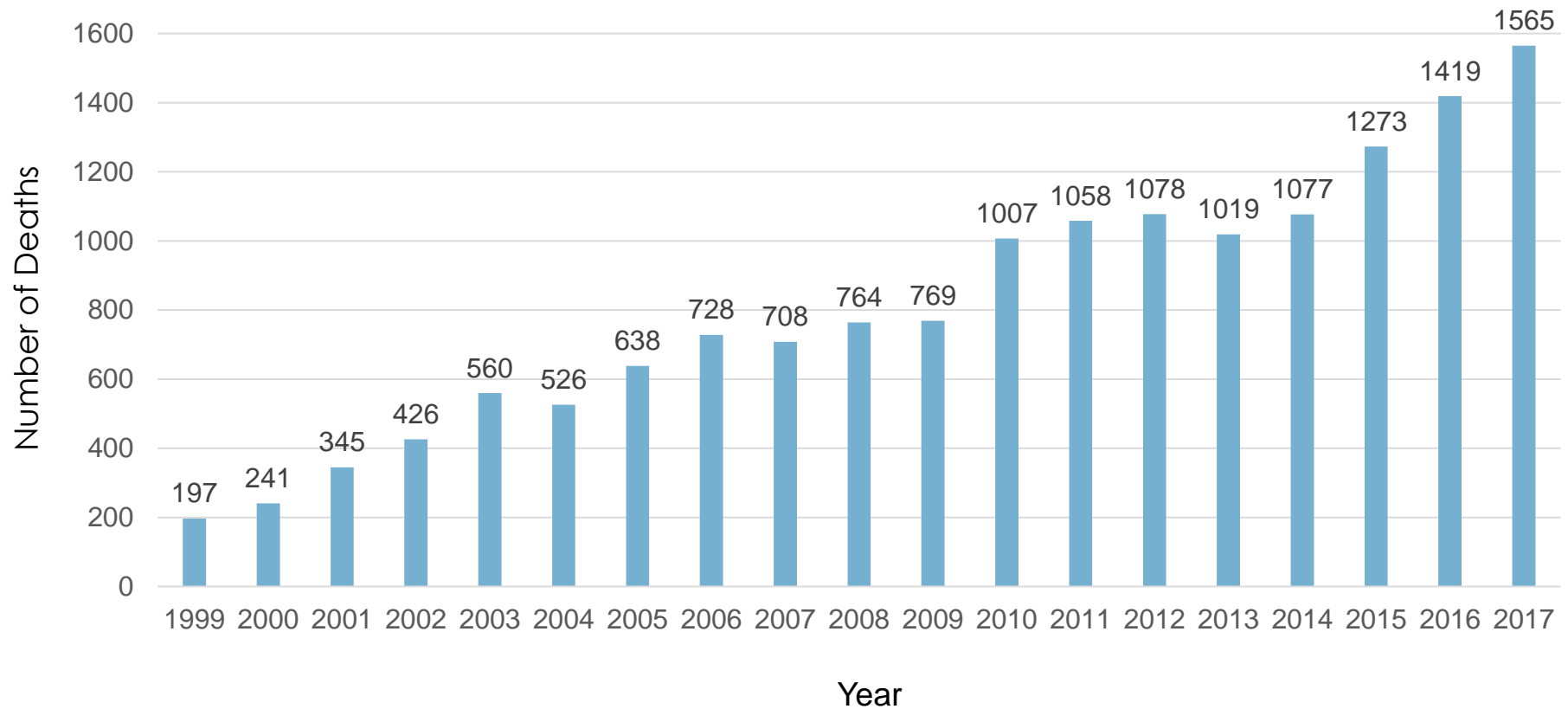
SOURCE: CDC/NCHS, National Vital Statistics System, Mortality. CDC WONDER, Atlanta, GA: US Department of Health and Human Services, CDC; 2017.
<https://wonder.cdc.gov/>.

www.cdc.gov
Your Source for Credible Health Information

AGE-ADJUSTED OVERDOSE DEATH RATE BY STATE, 2016

State	Deaths	Population	Crude Rate per 100,000	Age-Adjusted Rate per 100,000
West Virginia	884	1,831,102	48.3	52.0
Ohio	4,329	11,614,373	37.3	39.1
New Hampshire	481	1,334,795	36.0	39.0
Pennsylvania	4,627	12,784,227	36.2	37.9
Kentucky	1,419	4,436,974	32.0	33.5
Maryland	2,044	6,016,447	34.0	33.2
Massachusetts	2,227	6,811,779	32.7	33.0
Rhode Island	326	1,056,426	30.9	30.8

KY RESIDENT DRUG OVERDOSE DEATHS

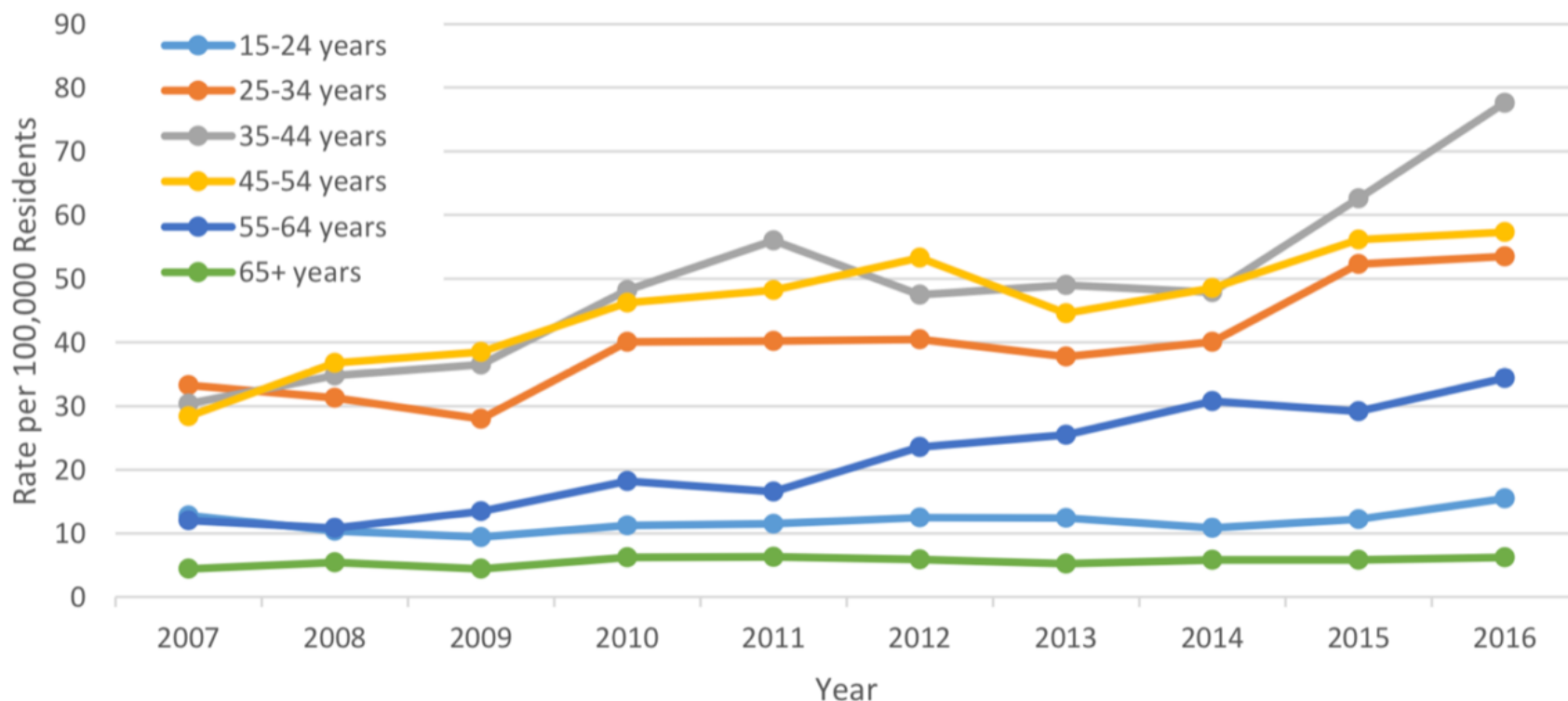


KY Overdose Decedents by Age Group, 2015 & 2016

Age Group in Years	Overdose Deaths 2015	Overdose Deaths 2016
1-4	1	2
5-14	3	0
15-24	72	90
25-34	288	294
35-44	341	409
45-54	372	321
55-64	188	184
65-74	28	26
75-84	4	4

Data Sources: 2015 & 2016 Overdose Fatality Reports

KY DRUG OVERDOSE DEATHS BY AGE

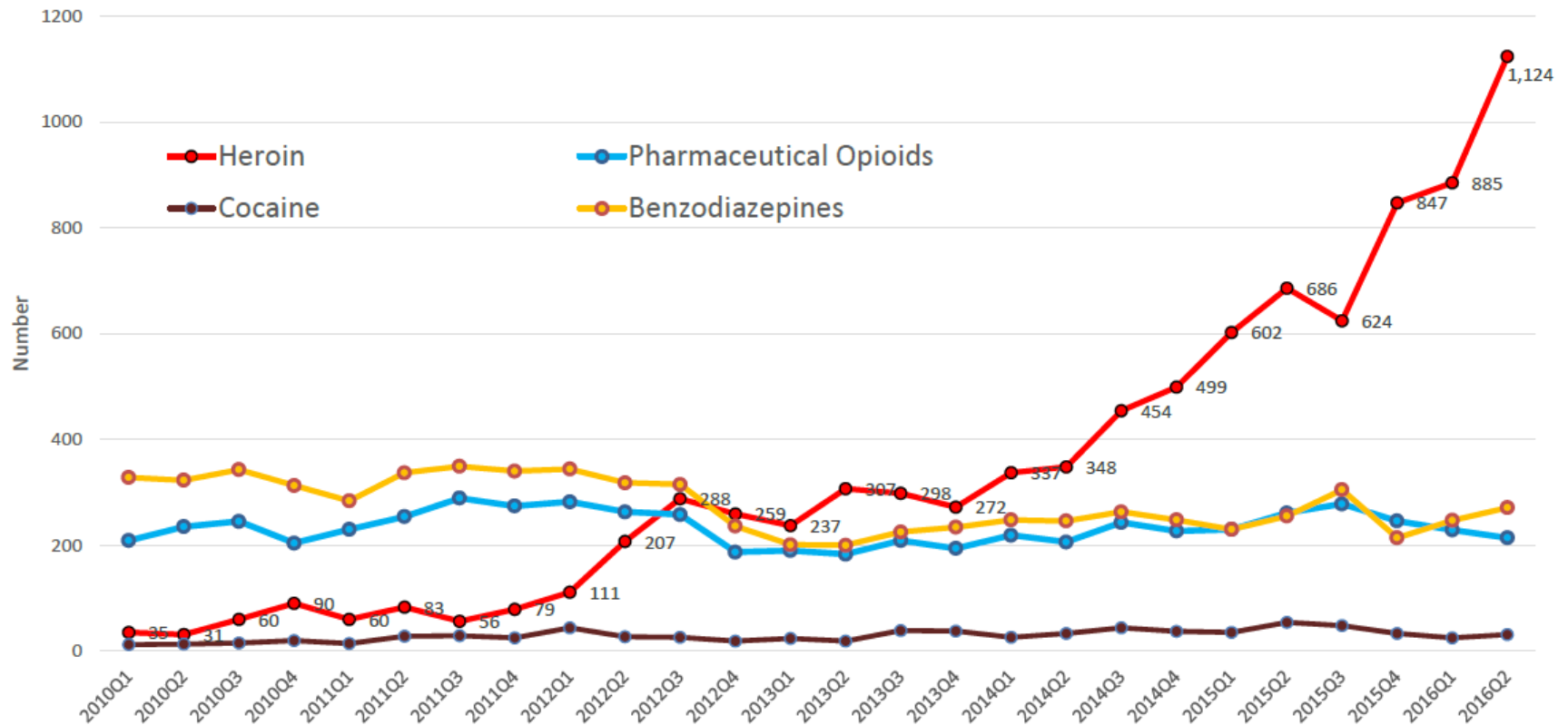


Data source: Drug Overdose Deaths among Kentucky Residents, 2000-2016.

Produced by the Kentucky Injury Prevention Research Center, July 2016.

Data are provisional and subject to change.

Kentucky Resident Drug Overdose Emergency Department Visits Drugs Most Commonly Listed as Contributing to the Overdoses Jan 1, 2010 – Jun 30, 2016



Note: An overdose that involved multiple drugs was counted under each relevant drug category.

Produced by the Kentucky Injury Prevention and Research Center, a bona fide agent for the Kentucky Department for Public Health. December 2016. Data source: Kentucky Outpatient Services Claims Files, Office of Health Policy, Cabinet for Health and Family Services. Data are provisional and subject to change.

TOP 5 COUNTIES FOR KEY DRUG-RELATED OUTCOMES

	Overdose Deaths, 1	Arrest Rate, 2	Inpatient Hospitalization Rate	Emergency Department Visit Rate
1	Jefferson	Lyon	Perry	Grant
2	Fayette	Bell	Letcher	Harrison
3	Kenton	Carroll	Owsley	Kenton
4	Campbell	Rockcastle	Magoffin	Carroll
5	Boone	Owsley	Harlan	Campbell

1 - Based on the county of residence

2 - Based on the county of occurrence.

Produced by Kentucky Injury Prevention and Research Center, as a bona fide agent for the Kentucky Department for Public Health. November 2017. Data are provisional and subject to change.

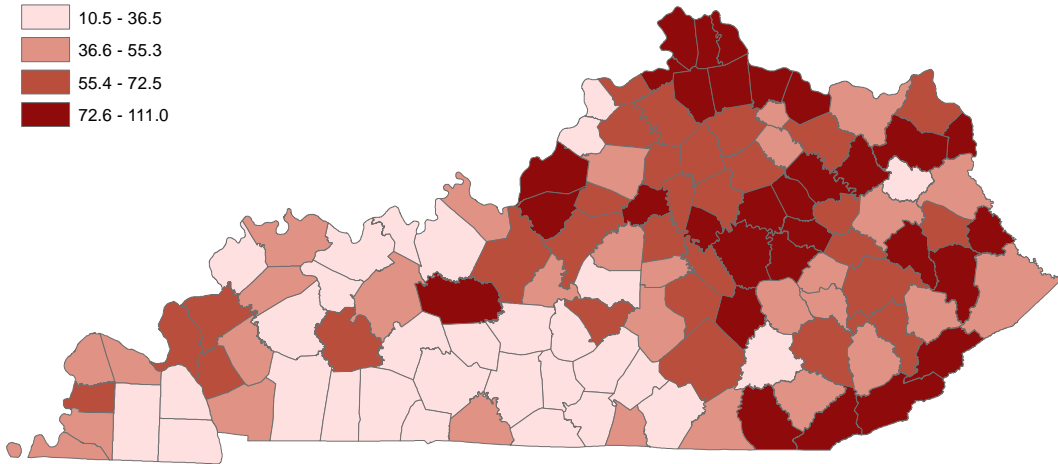
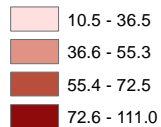
COMPOSITE RISK INDEX



Kentucky Opioid Overdose Index Score, 2017



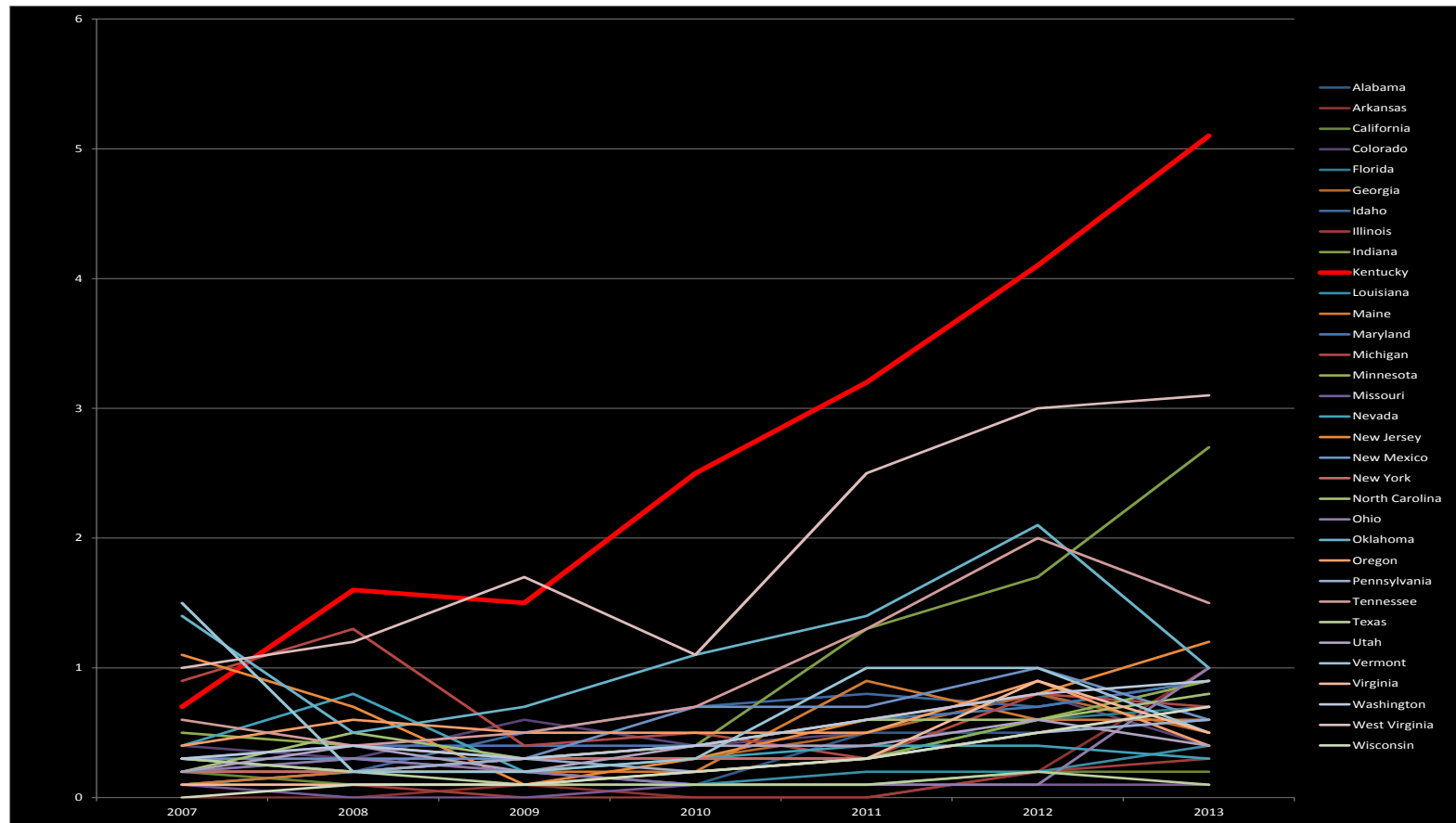
Opioid Overdose Index



- 1) Fatal opioid overdoses
- 2) Opioid overdose ED visits
- 3) Opioid overdose hospitalizations
- 4) MME ≥ 100

Data sources: Kentucky Inpatient and Outpatient Hospitalization Claims Files, Frankfort, KY; Cabinet for Health and Family Services, Office of Health Policy; Kentucky Death Certificate Database, Kentucky Office of Vital Statistics, Cabinet for Health and Family Services; KASPER Quarterly Trend Report, Third Quarter 2015, Kentucky Department for Public Health. Data are provisional and subject to change.

RATES OF ACUTE HEPATITIS C INFECTION





The Impact of
Drug and Alcohol Addiction
On The *Foster Care System*

9500

In out of home care

13%

Have at least one
parent who is or has
been incarcerated

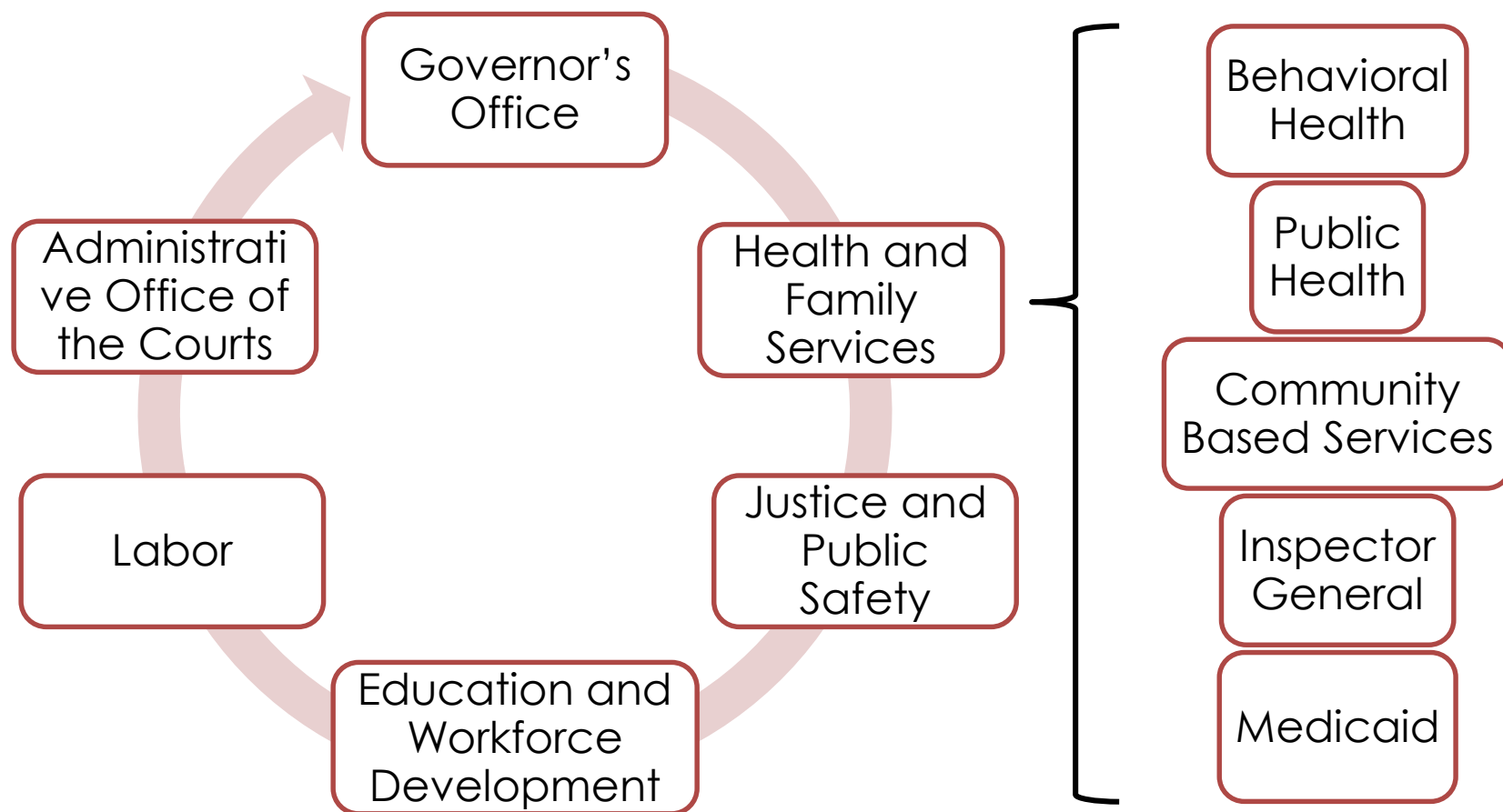
US Data on SUD in the Workplace

- About 20M workers reported alcohol-related impairment at work at least once in the past year
- 1 in 25 tested positive for illicit drugs in workplace drug screens (2016)
- More than 75% with SUD continue to maintain employment but report feeling less productive
- \$600B in economic cost and \$81B in lost profits
 - Losses in productivity
 - High turnover rates
 - Increases in absenteeism
 - Utilization of sick time
 - Decreases in quality of work
 - Increases in occupational injuries and fatalities

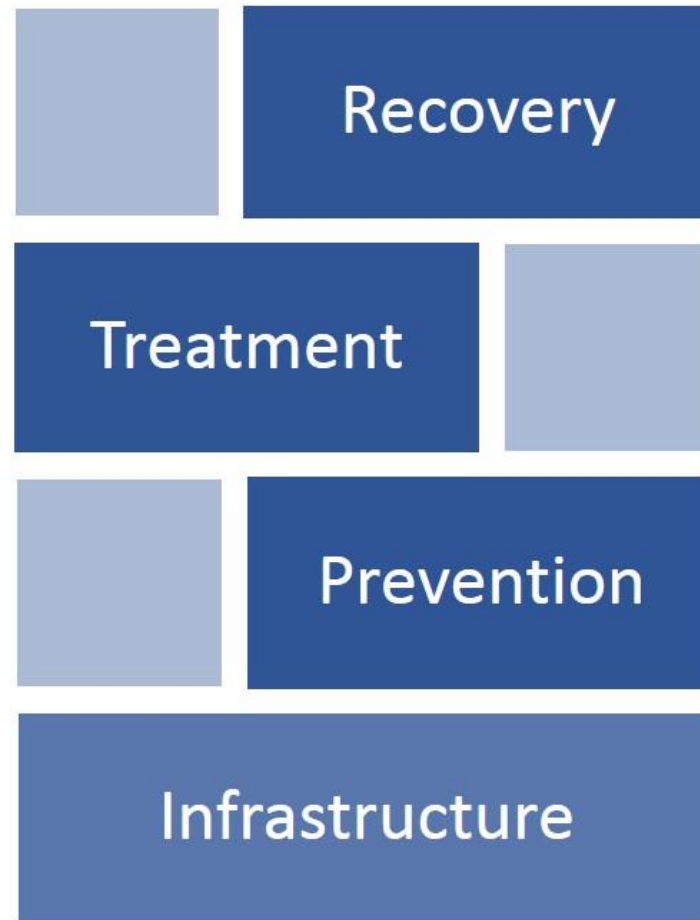


KENTUCKY'S OPIOID RESPONSE EFFORT

STATE INTERAGENCY PARTNERS



Building Blocks of the Action Plan



Guiding Principles



Availability – available in sufficient quantity



Accessibility – accessible without discrimination

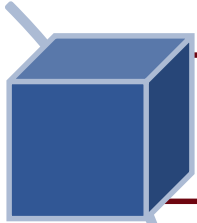


Acceptability – person-centered, culturally appropriate, and gender sensitive

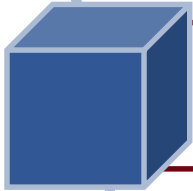


Quality – scientifically and medically appropriate and of good quality

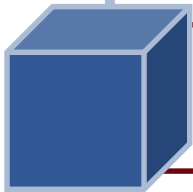
INFRASTRUCTURE



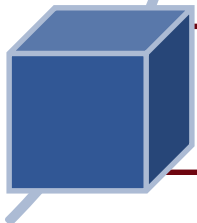
Decrease stigma and other barriers to treatment



Obtain and produce actionable data

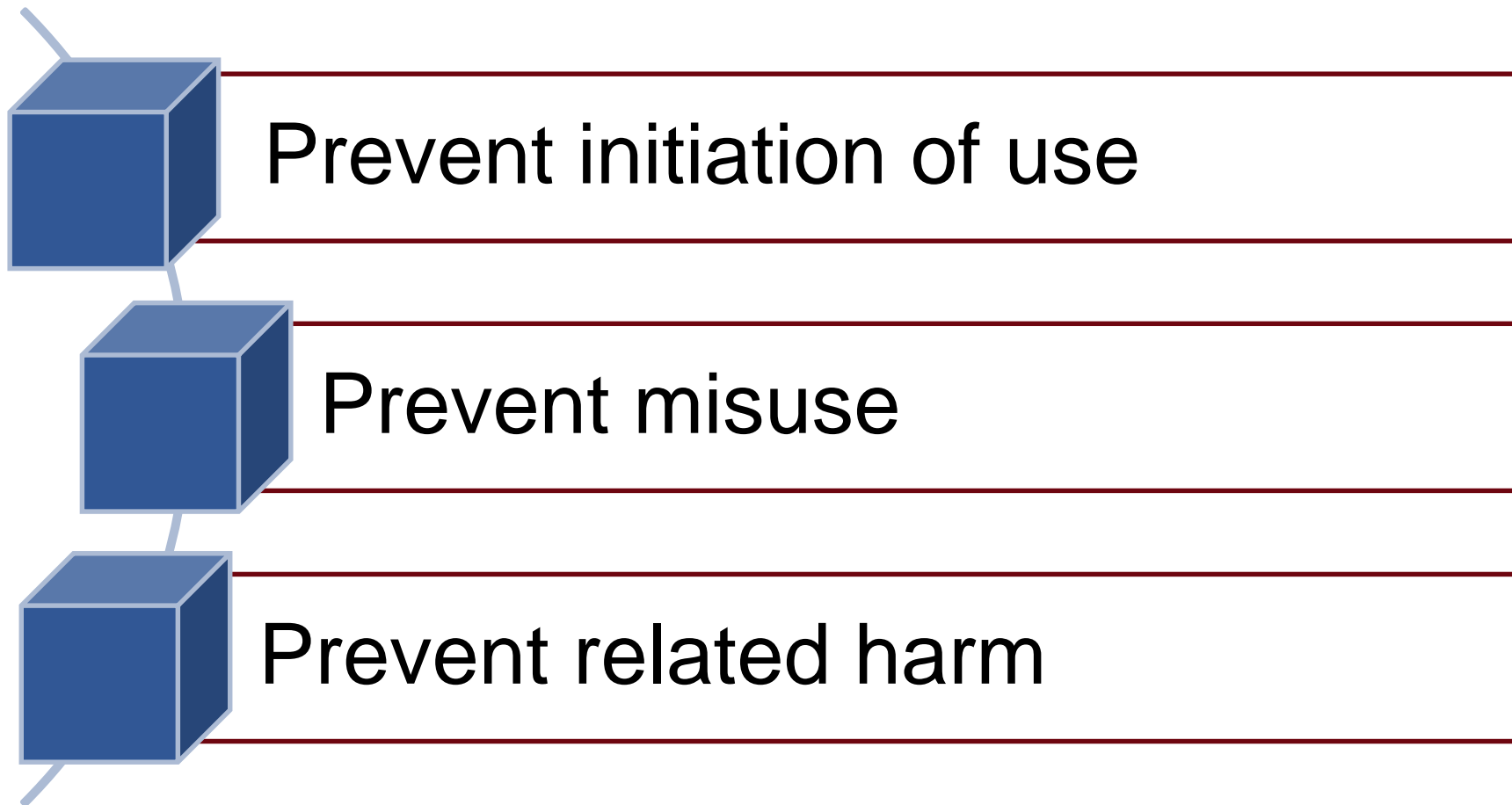


Foster quality SUD services

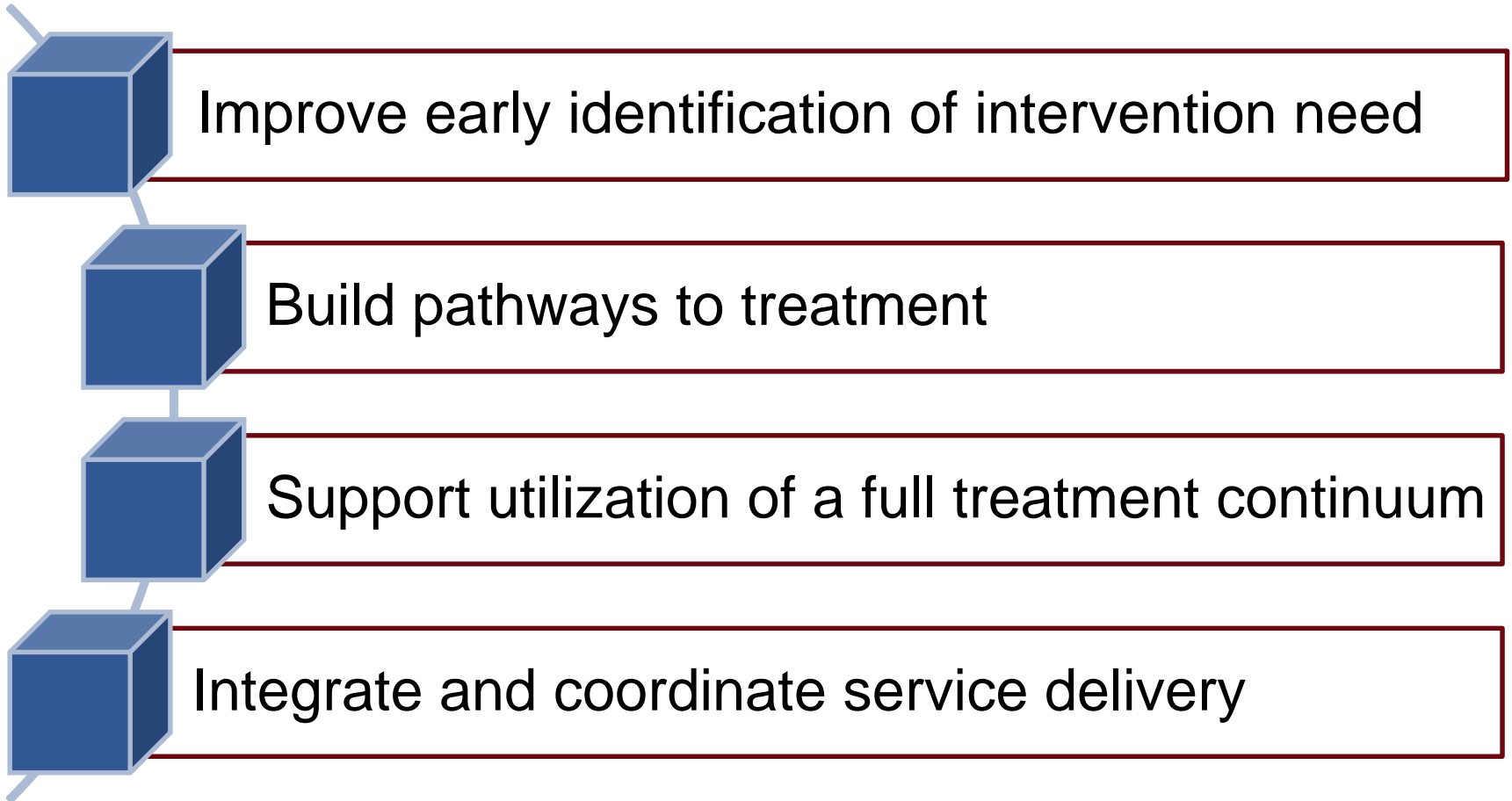


Support expansion of the provider network

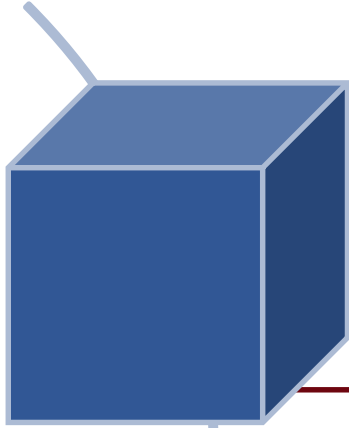
Prevention



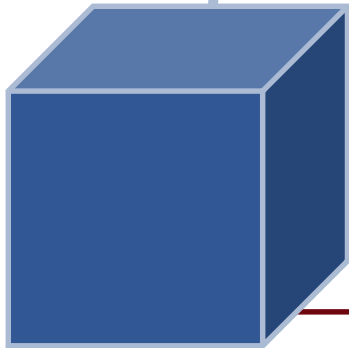
Treatment



RECOVERY



Expand transitional care services

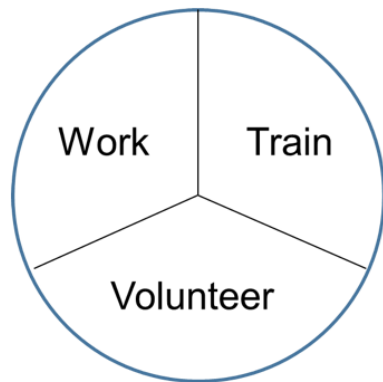


**Expand community support services
to support long-term recovery**

Support Workforce Development

1115 Demonstration Waiver

Framework for reducing the burden of unemployment and related sequelae



Workforce Strategy:

- Help individuals to engage with community
- Help the community to engage with individuals
- Increase opportunities for work, job training, and volunteering

Kentucky Opioid Action Plan

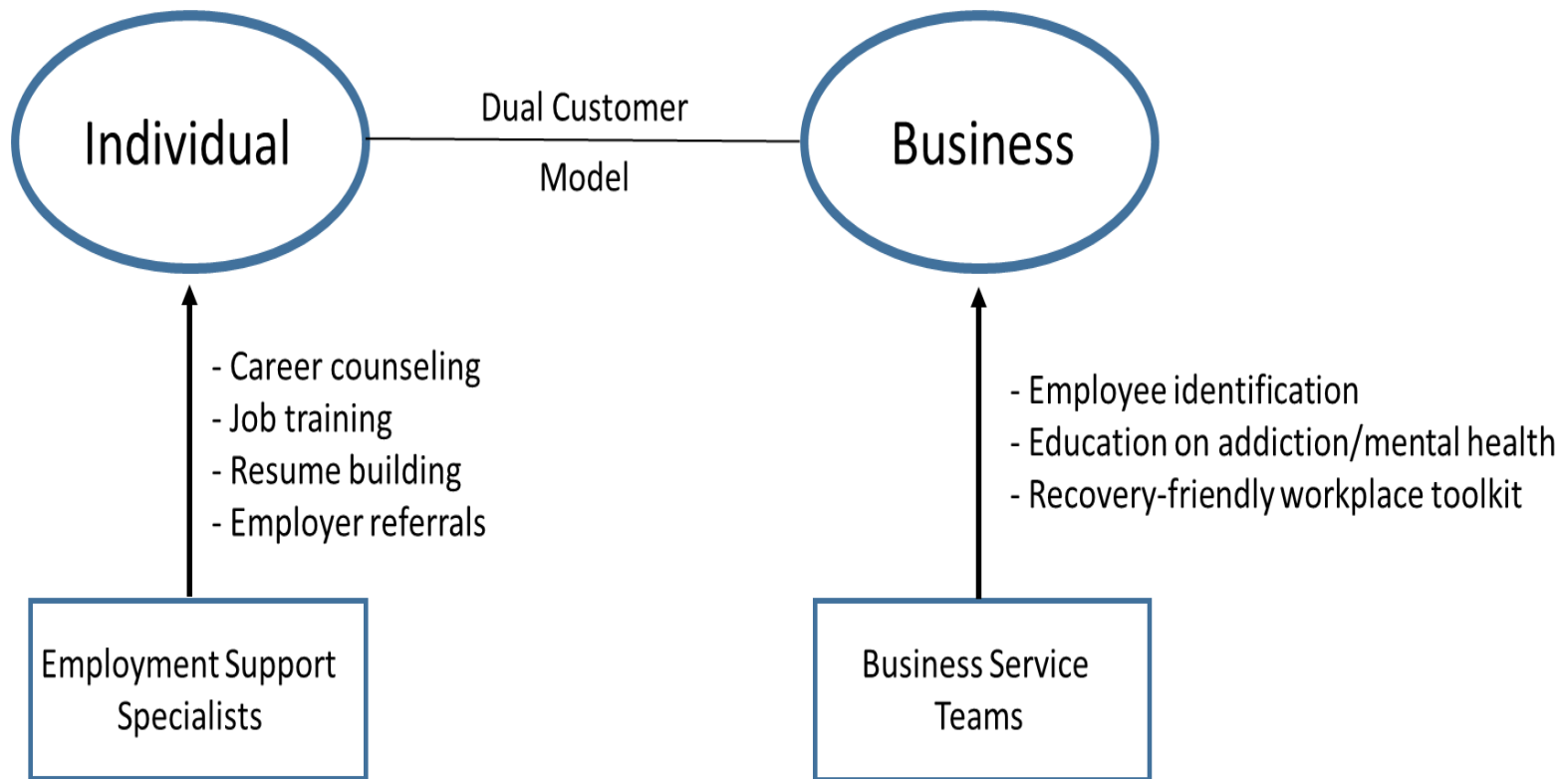
Framework for reducing the burden of the opioid crisis



Workforce Strategy:

- Increase number of providers at all licensure levels
- Employee and employer readiness and support
- Education on addiction and recovery
- Expand peer support specialist workforce

Support Workforce Development



EMPLOYMENT SUPPORT

- Employment supports through the Department of Corrections for individuals re-entering the community
- Employer toolkit to guide employers' understanding of OUD in the workplace and to provide best practice recommendations for prevention, treatment, and recovery support

FEEDBACK SESSION

Opioids and the Workplace

Strategic Questions/Opportunities

Workplace injuries

Drug testing

Hiring policies

Manager/employee
education

Health insurance
reimbursement

Medical leave
policies

Support services

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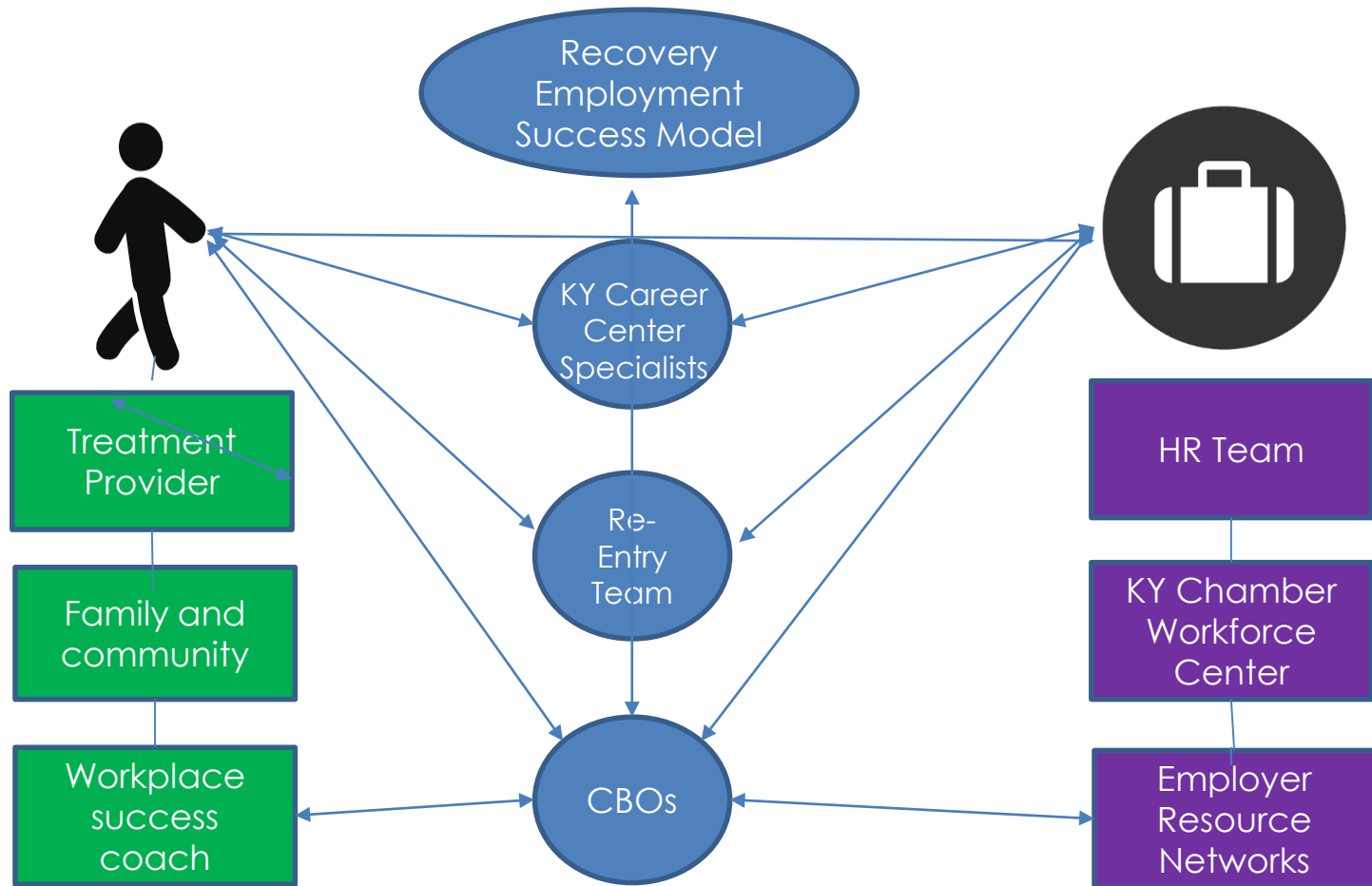
Hiring policies

Support services

Kentucky Opioid Response Effort (KORE) Strategic Workplace Framework*

	PREVENTION	TREATMENT	RECOVERY	INFRASTRUCTURE
BENEFITS DESIGN AND COVERAGE		X	X	
RECRUITMENT and HIRING			X	
EDUCATION AND TRAINING	X		X	
POLICY (Leave, Discipline, Etc.)		X	X	
LANGUAGE and CULTURE				X
DATA USE				X
AND.....?	X	X	X	X

*=in development



Resources

FIND HELP CLOSE TO HOME.
KY SUBSTANCE ABUSE **HELP LINE**

DON'T LET THEM
DIE

1-833-8KY-HELP
1-833-859-4357

Find addiction treatment
openings now – visit

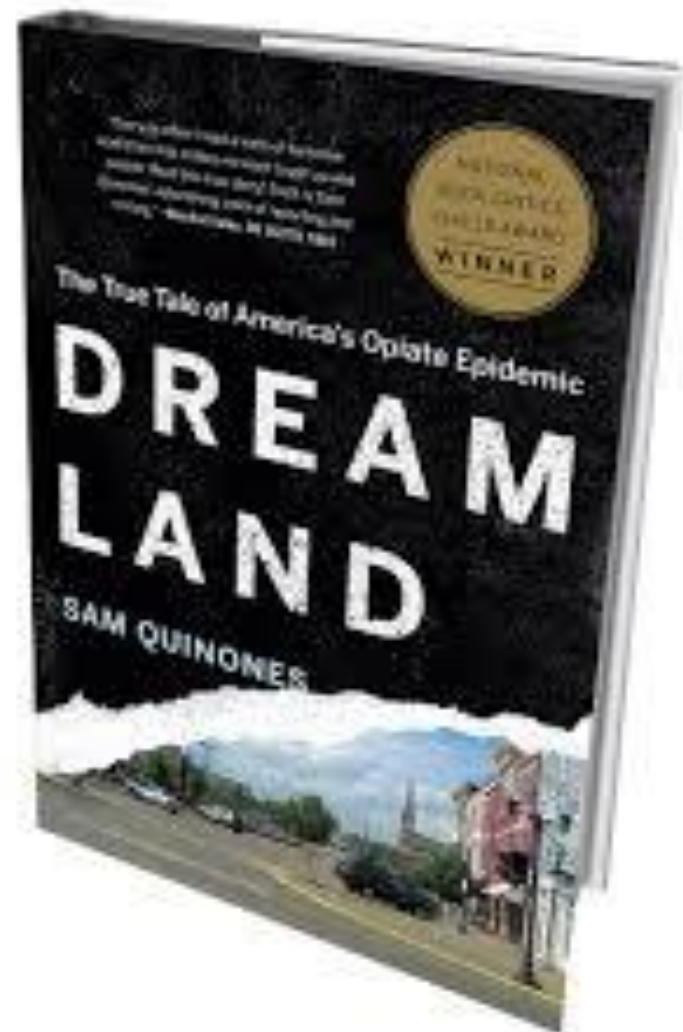
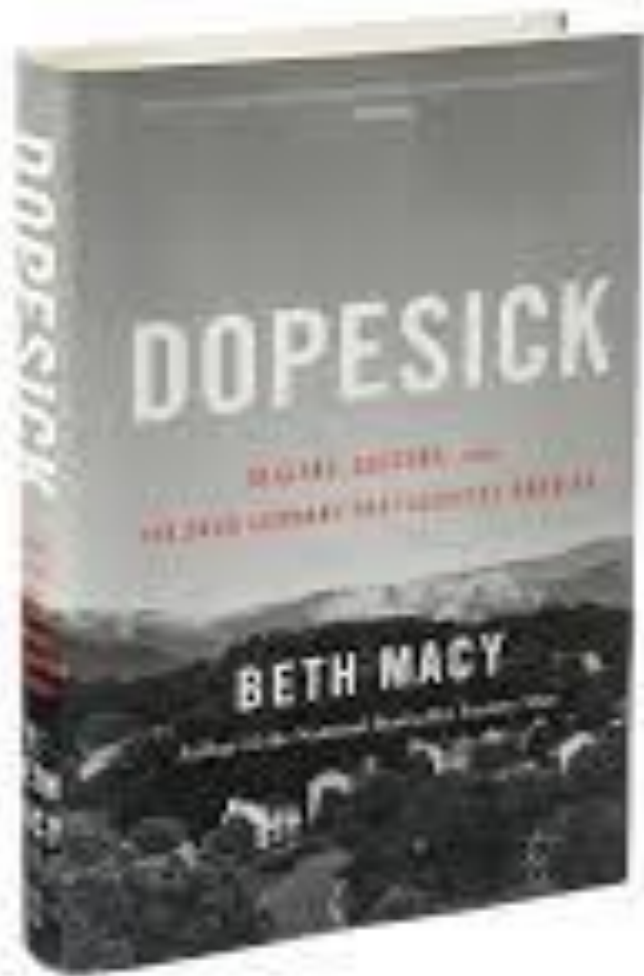
findhelp**now**ky.org

Text HOPE to 96714 | Call 1-833-8KY-HELP



INSIDE **opioid** ADDICTION

<https://www.ket.org/health/opioids>



Let's Connect

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